



Garrison Command Newsletter

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MISSION

U.S. Army Garrison provides and maintains the installation infrastructure to:

- support power projection and training of III Corps units/soldiers;
- provide a quality living and working environment for soldiers, families, retirees, and authorized civilians;
- sustain an effective partnership with our surrounding communities;
- and support the III Corps / Fort Hood transformation process.

VISION

The Army's model power projection platform, training installation, and community. A great place to train, work, and live.

ACAP Center Job Fair

22 Jan 03 1000-1500

Fort Hood Officers' Club

Open to the Public

288-ACAP/288-JOBS

Fort Hood Honors MLK with Birthday Celebration

Fort Hood's Equal Employment Opportunity Office (EEO) will sponsor its annual celebration of the life and legacy of Dr. Martin Luther King, Jr. Thursday, 16 January 2003, from 1330 – 1500 in the Howze Theater, located on Battalion Avenue, Bldg # 33000, (near Popeye's Chicken).

The Dr. Martin Luther King, Jr. Center for Non-Violent Social Change, Inc., chose **"Remember! Celebrate! Act! A Day On, Not a Day Off"** as the permanent theme for these celebrations to signify Dr. King's life, in an effort for the world to stand up and take note that one person can make a positive difference.

The keynote speaker will be Bishop Nathaniel Holcomb, pastor of the Christian House of Prayer

Ministries (A Church For All People), Speak the Word School of Ministry (school for those called to the five-fold ministry), It's All About Him Ministries (Telecast and Radio Broadcast), The Refuge Corporation (Community Outreach), and Covenant Savings Federal Credit Union, just to name a few. He is also the Bishop of the Covenant Connections International of Churches and Evangelistic Ministries.

The program will also feature other local talent. Please join in this memorable celebration. The program is free and open to the public. For more information, please call the Equal Employment Opportunity Office at 287-3602. Individuals requiring accommodations due to a disability should contact the EEO Office as soon as possible. (EEO)

Want to Build a PC?

This is sort of a new rage on Fort Hood. Why not you might ask? It is cheaper than buying a new one. However the practice of building a PC system from the ground up is prohibited, as is clearly stated in paragraph 3-33, d. of Fort Hood Pamphlet 25-5, Information Management Sustaining Base. The rationale for this directive is two fold. In the first place a system that is built from scratch by a person on the installation might not meet the requirements for the installation architecture. However the more compelling reason is that there is no accountability for such a system. Since it was not procured through Contracting Command it would not be placed on the Installation Property Book (IPB). It is evident that such a device could be stolen and no one would be the wiser. It should also be noted that a system could be upgraded to the extent that it is not recognizable as the system that it once was. The 190th Maintenance Company is the proponent for upgrades as is clearly stated in paragraph 3-33, e. of Fort Hood Pamphlet 25-5, Information

Management Sustaining Base. The rationale for this is that the 190th Maintenance Company has established procedures for the upgrading of PC systems so that the accountability of the device is maintained, and the system will meet the requirements for the installation architecture. (DOIM)

FLASH!!! DPW Employees -- VERA/VSIP Update

The Final Decision Report is still pending approval by HQDA, after which Congress will be notified of the final study decision. This action will complete the final approval phase of the process and allow the finalizing of timelines for transition to the MEO.

The request for Voluntary Early Retirement Authority (VERA) for Fort Hood has been approved and the offering of both the Voluntary Separation Incentive Program (VSIP) and VERA is underway. Use of this tool will help reduce adverse impacts created by the upcoming RIF as DPW transitions to the MEO. This decision allows the Civilian Personnel Office to proceed with issuing official notices to interested parties. The time for individual responses will be short. CPAC personnel, along with DPW Human Resource Office personnel have planned for this action and are prepared to meet the timelines established. Those employees who are affected are asked to respond in a timely manner to help bring this effort to a successful fruition.

The DPW MEO transition team has started work on the many PWS requirements due prior to the MEO implementation date, including completion of numerous operating plans. Work on these items will continue throughout the transition period. Refresher training for plumbers and electricians has been scheduled for the January – March timeframe and class rosters are being finalized.

DPW will continue to provide updated information as it becomes available, by means of email, newsletters, and the DPW website. DPW remains committed to maintaining good communication with all members of our DPW workforce and our installation partners during this transition period. (DPW)

***Hood Hero Awards Luncheon
31 Jan- 1130-1300- \$7
Fort Hood Officers' Club
Nominations due 10 Jan
Tickets Available 13-27 Jan
POC 618-7351***

Fort Hood Recycle Participates in Killeen Christmas Parade

"Team Recycle" joined in the local Christmas Festivities on Saturday, December 14, 2002, by participating in the Killeen Christmas Parade with a float designed and built by "Team Recycle" members.

The four-horse carousel float was designed by Recycle Sales Specialist, Rufus Walker, and assembled with the team efforts of the Recycle Staff and soldiers of HHC/A 215th FSB 1st CAV. The float was constructed from 80-percent recyclable materials: 2-liter soda bottles, cardboard, discarded Christmas trees, discarded Christmas lights, 10-gallon steel and plastic drums, and a cable reel used as the carousel platform. Loaned park benches provided seating for team members' children to ride on the float and Christmas music played as the float proceeded through downtown Killeen.

Participating in the parade, to the delight of the crowd, was the Recycle Mascot "Ricky Raccoon," portrayed by volunteer SPC Ronda Truax, also of 215th FSB. Ricky was accompanied by "Team Recycle" members (Trish Aaron, A. C. Allen, Henry Felix, L. A. Ulmer and Rufus Walker) and SPC John Guill of the 215th FSB in addition to family members who distributed candy canes to the children assembled along the parade route. (DPW)

Army Performance Improvement Criteria Training

The Strategic Planning Office is hosting Army Performance Improvement Criteria (APIC) writer's training to be conducted 13-17 Jan 03. This is a workshop for those individuals who are involved in writing the installation Organizational Self-Assessment (OSA) or for those responsible for writing an OSA or unit self-assessment for their activity. The training source is ALMC. The workshop will familiarize attendees with the Malcolm Baldrige/APIC criteria, what it is asking for, and what examiners are looking for. The course is not intended to make an individual an expert examiner, but rather clarify the criteria, explain approaches used by other government organizations, identify gaps in current Garrison 19-22 Feb 02, and offer approaches to structuring OSA Teams. This is an intense course since students will be given assignments in how to collect information and data, and perform analysis. The workshop will be conducted by ALMC onsite at Fort Hood. Training in Basic APIC is a prerequisite for this course.

Another APIC training opportunity will be offered via Distance Learning at the Soldier Development Center 24-28 Mar 03. This class will provide APIC basics as the common performance criteria and as a working tool for strategic planning, organizational assessment, and training. ALMC is also the training source for this course.

For more information contact Mrs. Robinson, Strategic Planning Office, 618-7359. (SPO)

ACS- Employment Readiness Branch

The mobile military lifestyle can restrict a military spouse's opportunities for employment and career advancement. Finding satisfactory employment and achieving career goals in the midst of frequent relocations to economically and geographically diverse duty stations requires job search skills and career planning.

The ACS Employment Readiness Branch (ERB) provides assistance to military spouses. Services include Job Search Assistance, Career Counseling and Coaching, Centralized Job Bank, Resume/Job Application Development, and Employment Education and Training Workshops.

Visit the Fort Hood ERB office at Building 4220, South 77th Street. Hours of operation are Monday through Friday 0730 to 1630 except federal holidays. (DCA)

Money Saving Ideas

The editor and publisher of Ideas and Inspirations, the Employee Involvement Association newsletter, provided the following examples of great ideas that are saving dollars for commercial industries.

--Rising energy costs presented UPS with problems. The UPS data centers are tremendous users of electricity and natural gas. Their utility bills averaged \$1.5 million per site annually. An employee at the Atlanta site recommended the installation of a plate heat exchanger resulting in a savings of \$500 - \$900 per day.

--A manufacturing plant in Livingston, IN credits employee participation with keeping the plant open. They have had no layoffs since 1994 and have a turnover rate of only 1.6%. In one year, the plan doubled in size growing the workforce from 70 to 187 employees. In 1999, employees generated an average of 8.5 suggestions each saving \$741,761 in one-year. The management team encouraged and rewarded innovation.

--An employee of the Oregon State Lottery submitted a suggestion to his manager in July 2001. He found a solution to upgrade video-lottery terminal equipment so the equipment would accept the new currency issued last year. Randy recommended replacing 2,500 components in terminals at \$12.50 each, compared to the manufacturer's proposal of \$450 per terminal. The employee saved the State of Oregon \$1,200,672 and was awarded \$5,000 for his terrific suggestion.

--A boat manufacturer used paper in their lamination department

to prevent build-up of fiberglass on the floor. Before each shift the floor was covered with paper, then the paper would be discarded at the end of the shift. An employee in the materials management department suggested an alternate supplier who could provide recycled paper at an estimated savings of \$500K per year. The organization provided the employee with a check for \$3K, and corporate recognition. The community also appreciated their environmentally conscious neighbor.

--Sensomatic Electronics Corporation has saved approximately \$1.7 million annually by implementing employee suggestions. According to Sensomatic's Human Resources Manager, Sergio Gonzalez, "When the program was implemented in 1998, the goal was to achieve \$1 million in savings. At the end of the year, the company had adopted 30% of the ideas submitted for surpassing our initial goal."

--An electrical superintendent for the Department of Transportation in Fresno, CA thought of replacing the red lights in traffic signals with light-emitting diodes. The diodes last longer and use less energy.

--Miller Furniture has benefited from employee suggestions since the beginning of the early 20th century. The owner valued his employees for their innate talents and implemented an employee participation plan that included bonuses for helpful cost cutting suggestions. It was an employee suggestion that led to the creation of the first cubicle office furniture units, now one of their best selling products.

--Caryn Thompson, who works in the Oakland County Children's Village juvenile detention facility, saved the county about \$11,800 a year just when she suggested the youngsters receive a routing medical test at the facility instead of transporting them and the staff to a doctor's office.

--An employee suggestion involved repairing a leak in a cooling system. The system had leaked for years without anyone thinking much about it. One day an employee submitted a repair proposal that

resulted in an annual cost savings of \$200,000.

You, too, have great money saving ideas for Fort Hood and the Army. Submit them today and receive your awards while enjoying the satisfaction of knowing that you make the difference.

Call 287-IDEA now!! (SPO)

Dewayne Jackson Receives de Fleury Medal

In a ceremony on 18 December 02, Dewayne Jackson of Plans and Projects Division, Directorate of Public Works was awarded the Bronze Order of the de Fleury Medal. COL Randall Butler, Director of Public Works, Fort Hood bestowed this honor. The medal was awarded in recognition of Mr. Jackson's 30 years of public works service to the Fort Hood community. Mr. Jackson started his civil service career in July 1972 as a carpenter at Fort Hood, Texas in the Directorate of Facilities and Engineering. Mr. Jackson also worked as supervisory planner estimator, project manager, and nearly every other position at the DPW. Mr. Jackson currently serves as the Project Manager for 13th COSCOM, AG, Chaplain, HQ CMD, and III Corps G1, G2, and G3 projects and construction.

The de Fleury medal is awarded through the Army Engineer Association for inspirational leadership to the Army Engineer Regiment. The medal recognizes individuals who provide exceptional support to the mobility, countermobility, survivability, sustainment, and engineering mission. The medal was named after a French engineer who volunteered and fought with the American Army in 1777. LTC de Fleury was wounded in battle and also personally led an attack that captured two British forts on Stony Point. The defeat of the British fired the Americans' determination and lifted morale. The 1779 Continental Congress struck this medal in LTC de Fleury's honor and recognized LTC de Fleury for his actions.

LTG Robert B. Flowers, U. S. Army Chief of Engineers, signed Mr. Jackson's award. Mr. Jackson is

the first DPW civilian to receive this prestigious award and the ceremony was conducted on his 55th birthday. And no, Mr. Jackson has no plans to retire but intends to continue to provide outstanding service to the Army customer. (DPW)

Annual Rainbow Trout Stocking

With the holidays on the way and the recent cold weather, it would be a good time to think about fishing. "Fishing?" you say. Yes, it is time for the annual stocking of rainbow trout. Again this year, the trout are coming from Crystal Lake Fisheries, Inc. in Ava, Missouri. The first load of approximately 3,000 fish will be delivered on 17 December. The location of the stockings will be posted on the Sportsman's Center's (Bldg. 1937) bulletin board later that day. Subsequent stockings will be on 7 and 21 January. A state fishing license, a Fort Hood fishing permit and Area Access registration are required to fish on Fort Hood. By stopping in at the Sportsman's Center or calling them at 532-4552 or the Natural Resources office at 287-2885, you can obtain information regarding these requirements. So, grab a pole and coat and take a kid with you and enjoy a little cool season angling. Happy Holidays! (DPW)

Fort Hood Family Housing (FHH)

Despite many rain days, construction remains on schedule. The Comanche II infill neighborhood was completed. This created thirty-six new homes. The new homes featured private streets, tot lots, common area landscaping, privacy fencing, carports, large storage rooms, four bedrooms, energy efficient construction, three bathrooms, and a covered patio.

The first homes in Kouma Village will be completed soon. These four bedroom homes include all the amenities of Comanche II Infill neighborhood with an additional central park. These homes will carry a Central Texas theme with limestone facing fronts and corrugated metal overhangs. There are 306 homes under construction in this village.

Kouma will be the recipient of the first new community center and a Head Start building.

The sites for Montague IV Village of 184 homes and Comanche IIIA of 80 homes are well underway. Most underground utilities in Montague have been completed and foundations for the homes are being built. The Comanche IIIA site is accomplishing rough grading and underground utilities.

Steady progress continues on the renovation of existing homes. Improvements of sidewalks, roofs, trash enclosures, cedar fencing, landscaping, and tot lots are occurring in every village. At the start of the new year comprehensive interior renovations will begin as homes become vacant. (DPW)

Housing Says Farewell To Ursula Rushing

The Housing Office said farewell to long time employee Mrs. Ursula Rushing at a luncheon held in her honor at the Housing Office Thursday, 12 December 02. The luncheon was kicked off with the DCG, BG Feyk, stopping by to bid Mrs. Rushing farewell and wish her well in the future. Mrs. Rushing's career was lauded by management personnel on both the Government and private sector side of the house. The speeches highlighting Mrs. Rushing's outstanding work, thanking her, and wishing her well were culminated with the Garrison Commander, COL Parry, presenting Ursula with a "Superior Civilian Service Award."

Mrs. Rushing came to Fort Hood as a Housing Intern in 1986. She served as a Housing Manager in Fort Hood's Housing Office from the time she completed the Intern Program until 13 December 02, her last day on the job before taking a deferred retirement. Overall, Mrs. Rushing worked here at Fort Hood for a little over 16 years. She has seen lots of busy times during her service over those years: Desert Shield and Desert Storm, the deactivation of 2AD and relocation of 4ID, BRAC and the resulting relocation of many units to Fort Hood, the renovation of Pershing Park, the construction of Kouma

Village and construction of 130 new units in Montague, the development of the Community Development Management Plan for the Residential Communities Initiative and the resulting transition to privatized family housing here at Fort Hood. Mrs. Rushing was a vital member of the Housing Team during each of these events that required hard work, dedication, long hours, and ingenuity.

Mrs. Rushing's name is known far and wide because of her job as the POC for all Key and Essential service members moving to Fort Hood. COL Parry said, "Institutions are rare in the military, but Ursula Rushing was truly an institution. When I found out that I had been assigned as the GC at Fort Hood I asked someone, 'what do I do now?' and they said, call Ursula Rushing in the Housing Office and she will take care of everything, and she did. That's the way it was for everyone." Yes, Ursula took care of soldiers and their families. That's what she was here for and that's what she did. We thank you Ursula, and we'll miss you. (DPW)

MAJOR CHANGES in 2003 Malcolm Baldrige Criteria for Performance Excellence

The Malcolm Baldrige Criteria for Performance Excellence form the basis for the Army Performance Improvement Criteria (APIC). The APIC rewords these Criteria slightly to fit the unique nature of the Army mission. Army organizations use the APIC to view how well their current processes support their stated goals. The Criteria provides a systematic review that indicates the degree to which these processes are linked and aligned towards mission accomplishment.

The pace of business environments is ever fast moving, and many changes and challenges come about due to the competitive forces in the marketplace. The Criteria are updated every year to help organizations address these changing business conditions by continuously improving their practices and requirements.

There are significant changes from the 2002 Criteria. In the 2003

version, there is an increased emphasis on governance and ethics, the need to capitalize on knowledge assets, the need to create value for customers and business, and the need to align all aspects of performance management to specific results measurement. Greater attention is also given to organizational and personal learning and motivation as key differentiators of high-performance. The Criteria questions have also been realigned throughout the Profile and the seven Categories to aid the user in grasping the full meaning of what the questions are asking for and to pinpoint organizational gaps and alignment issues in the approach and deployment of the Criteria. There were two underlying reasons that led to the changes in Criteria. The first is the need to have a set of Criteria for "evidence-based management". The second rationale was the need to have a set of Criteria that focuses on the dual challenges of "running the business" and "changing the business" to pursue current and future business success, and the need to emphasize opportunities for innovation and creativity.

You may view the 2003 Malcolm Baldrige Criteria by accessing www.quality.nist.gov. For more information, contact Mrs. Robinson, 618-7359. (SPO)